

# MEMORANDUM EXHIBIT A



Exhibit 5

Position Listing and Salary Ranges

| Job Classification                         | Grade | Minimum   | Mid        | Maximum    | FLSA       | Essential/Nonessential                            |
|--|-------|-----------|------------|------------|------------|---|
| Accountant I                               | 17    | 35,935.03 | 46,715.54  | 57,496.04  | Non-Exempt | Non-essential                                     |
| Accountant II                              | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Non-Exempt | Non-essential                                     |
| Accounting Technician I                    | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Non-essential                                     |
| Accounting Technician II                   | 15    | 32,594.13 | 42,372.37  | 52,150.61  | Non-Exempt | Non-essential                                     |
| Administrative Services Director           | 30    | 67,760.85 | 88,089.11  | 108,417.36 | Exempt     | Essential   |
| Administrative Services Manager            | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Non-essential                                     |
| Administrative Specialist                  | 15    | 32,594.13 | 42,372.37  | 52,150.61  | Non-Exempt | Non-essential                                     |
| Arborist/Landscape Coordinator             | 19    | 39,618.37 | 51,503.88  | 63,389.39  | Exempt     | Essential   |
| Assist System Maintenance Manager          | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Essential   |
| Assistant Systems Manager Administrator    | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Essential   |
| Assist Systems Manager Operations          | 19    | 39,618.37 | 51,503.88  | 63,389.39  | Non-Exempt | Essential   |
| Assistant City Manager                     | 34    | 82,363.75 | 107,072.87 | 131,781.99 | Exempt     | Essential   |
| Assistant Fire Marshall                    | 20    | 41,599.29 | 54,079.07  | 66,558.86  | Non-Exempt | Essential   |
| Assistant Public Services Director         | 28    | 61,461.09 | 79,899.42  | 98,337.74  | Exempt     | Essential   |
| Automotive Service Technician              | 11    | 26,815.27 | 34,859.85  | 42,904.44  | Non-Exempt | Essential   |
| BackFlow Program Coordinator               | 15    | 32,594.13 | 42,372.37  | 52,150.61  | Non-Exempt | Non-essential                                     |
| Battalion Chief                            | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Varies     | Essential   |
| Battalion Chief- Administration            | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Essential   |
| Battalion Chief- Operations                | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Non-Exempt | Essential   |
| Battalion Chief/Fire Marshal               | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Essential   |
| Broadband & Infrastructure Director        | 30    | 67,760.85 | 88,089.11  | 108,417.36 | Exempt     | Essential   |
| Broadband Installer                        | 16    | 34,223.83 | 44,490.99  | 54,758.14  | Non-Exempt | Essential   |
| Broadband Sales Specialist                 | 13    | 29,563.84 | 38,432.98  | 47,302.14  | Exempt     | Non-essential                                     |
| Broadband Technician I                     | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Essential   |
| Broadband Technician II                    | 16    | 34,223.83 | 44,490.99  | 54,758.14  | Non-Exempt | Essential   |
| Broadband Technician III                   | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Non-Exempt | Essential   |
| Budget & Benchmarking Analyst              | 23    | 48,156.38 | 62,603.29  | 77,050.20  | Exempt     | Non-essential                                     |
| Budget & Performance Manager               | 27    | 58,534.37 | 76,094.69  | 93,655.00  | Exempt     | Non-essential                                     |
| Cemetery Coordinator                       | 19    | 39,618.37 | 51,503.88  | 63,389.39  | Exempt     | Non-essential                                     |
| Chemist                                    | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Exempt     | Non-essential for Wastewater, Essential for Water |
| City Attorney                              | 34    | 82,363.75 | 107,072.87 | 131,781.99 | Exempt     | Non-essential                                     |
| City Clerk                                 | 20    | 41,599.29 | 54,079.07  | 66,558.86  | Exempt     | Non-essential                                     |
| City Engineer                              | 31    | 71,148.89 | 92,493.56  | 113,838.24 | Exempt     | Essential   |
| Code Enforcement Officer                   | 16    | 34,223.83 | 44,490.99  | 54,758.14  | Non-Exempt | Non-essential                                     |
| Code Enforcement Officer Senior            | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Non-Exempt | Non-essential                                     |
| Code Services Manager                      | 22    | 45,863.22 | 59,622.18  | 73,381.14  | Exempt     | Non-essential                                     |
| Communications Specialist                  | 17    | 35,935.03 | 46,715.54  | 57,496.04  | Exempt     | Non-essential                                     |
| Communications Director                    | 30    | 67,760.85 | 88,089.11  | 108,417.36 | Exempt     | Essential   |
| Crew Leader                                | 16    | 34,223.83 | 44,490.99  | 54,758.14  | Non-Exempt | Essential   |
| Crime Analyst                              | 20    | 41,599.29 | 54,079.07  | 66,558.86  | Non-Exempt | Non-essential                                     |
| Customer Service Clerk I                   | 8     | 23,164.04 | 30,113.25  | 37,062.47  | Non-Exempt | Non-essential                                     |
| Customer Service Clerk II                  | 10    | 25,538.35 | 33,199.86  | 40,861.36  | Non-Exempt | Non-essential                                     |
| Customer Service Manager                   | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Non-essential                                     |
| Deputy Clerk                               | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Non-Exempt | Non-essential                                     |
| Deputy Fire Chief                          | 28    | 61,461.09 | 79,899.42  | 98,337.74  | Exempt     | Essential   |
| Deputy Police Chief                        | 28    | 61,461.09 | 79,899.42  | 98,337.74  | Exempt     | Essential   |
| Development Services Coordinator           | 17    | 35,935.03 | 46,715.54  | 57,496.04  | Non-Exempt | Non-essential                                     |
| Development Services Manager               | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Non-essential                                     |
| Development Services Specialist            | 20    | 41,599.29 | 54,079.07  | 66,558.86  | Non-Exempt | Non-essential                                     |
| Development Technician                     | 13    | 29,563.84 | 38,432.98  | 47,302.14  | Non-Exempt | Non-essential                                     |
| District Fire Captain                      | 22    | 45,863.22 | 59,622.18  | 73,381.14  | Non-Exempt | Essential   |
| Downtown Development Director              | 30    | 67,760.85 | 88,089.11  | 108,417.36 | Exempt     | Essential   |
| Engineer I                                 | 21    | 43,679.25 | 56,783.02  | 69,886.80  | Exempt     | Non-essential                                     |
| Engineer II                                | 24    | 50,564.19 | 65,733.45  | 80,902.71  | Exempt     | Non-essential                                     |
| Engineer III                               | 27    | 58,534.37 | 76,094.69  | 93,655.00  | Exempt     | Non-essential                                     |
| Engineering & Inventory Control Supervisor | 22    | 45,863.22 | 59,622.18  | 73,381.14  | Exempt     | Essential   |
| Engineering Technician I                   | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Non-essential                                     |
| Engineering Technician II                  | 16    | 34,223.83 | 44,490.99  | 54,758.14  | Non-Exempt | Non-essential                                     |
| Engineering Manager                        | 22    | 45,863.22 | 59,622.18  | 73,381.14  | Exempt     | Non-essential                                     |
| Environmental Education Specialist         | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Exempt     | Non-essential                                     |
| Environmental Service Manager              | 26    | 55,747.02 | 72,471.13  | 89,195.23  | Exempt     | Non-essential                                     |
| Equipment/Vehicle Service Technician       | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Essential   |
| Events Coordinator                         | 18    | 37,731.77 | 49,051.31  | 60,370.84  | Exempt     | Non-essential                                     |
| Finance Director                           | 30    | 67,760.85 | 88,089.11  | 108,417.36 | Exempt     | Essential   |
| Financial Services Manager                 | 28    | 61,461.09 | 79,899.42  | 98,337.74  | Exempt     | Non-essential                                     |
| Fire Captain                               | 20    | 41,599.29 | 54,079.07  | 66,558.86  | Non-Exempt | Essential   |
| Fire Chief                                 | 31    | 71,148.89 | 92,493.56  | 113,838.24 | Exempt     | Essential   |
| Fire Control Specialist I                  | 13    | 29,563.84 | 38,432.98  | 47,302.14  | Non-Exempt | Essential   |
| Fire Control Specialist II                 | 14    | 31,042.03 | 40,354.64  | 49,667.24  | Non-Exempt | Essential   |
| Fire Engineer I                            | 15    | 32,594.13 | 42,372.37  | 52,150.61  | Non-Exempt | Essential   |

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|  |     |           |           |            |            |                                      |
|--|-----|-----------|-----------|------------|------------|--------------------------------------|
| Fire Engineer II                                 | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Essential                            |
| Fire Lieutenant                                  | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                            |
| Fire/Life Safety Education Specialist            | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Non-Essential                        |
| Fleet Services Division Manager                  | 23  | 48,156.38 | 62,603.29 | 77,050.20  | Exempt     | Essential                            |
| Fleet Services Supervisor                        | 19  | 39,618.37 | 51,503.88 | 63,389.39  | Exempt     | Essential                            |
| FOG Inspector                                    | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential                        |
| FOG Program Coordinator                          | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Non-essential                        |
| GIS Coordinator                                  | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Non-essential                        |
| Head End Technician                              | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Essential                            |
| Help Desk Technician                             | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                            |
| Human Relations Manager                          | 28  | 61,461.09 | 79,899.42 | 98,337.74  | Exempt     | Non-essential                        |
| Human Resources Analyst I                        | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Exempt     | Non-essential                        |
| Human Resources Analyst II                       | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Non-essential                        |
| Human Resources Director                         | 30  | 67,760.85 | 88,089.11 | 108,417.36 | Exempt     | Essential                            |
| Human Resources Specialist                       | 17  | 35,935.03 | 46,715.54 | 57,496.04  | Non-Exempt | Non-essential                        |
| Information Technology Architect                 | 26  | 55,747.02 | 72,471.13 | 89,195.23  | Exempt     | Essential                            |
| Information Technology Manager                   | 28  | 61,461.09 | 79,899.42 | 98,337.74  | Exempt     | Essential                            |
| Infrastructure Supervisor                        | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Non-Exempt | Essential                            |
| Intern   | 1   | 16,462.25 | 21,400.93 | 26,339.60  | Non-Exempt | Non-essential                        |
| Laboratory Supervisor                            | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Exempt     | Non-essential                        |
| Laboratory Analyst                               | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Non-essential                        |
| Lead Broadband Technician                        | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Essential                            |
| Lead Mechanic                                    | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                            |
| Lead Outside Plant Technician                    | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Essential                            |
| Lead Wastewater Treatment Plant Operator         | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Essential                            |
| Mail Coordinator                                 | 7   | 22,060.99 | 28,679.28 | 35,297.58  | Non-Exempt | Non-essential                        |
| Maintenance Supervisor                           | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Essential                            |
| Maintenance Technician                           | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                            |
| Maintenance Worker I                             | 6   | 21,010.46 | 27,313.60 | 33,616.74  | Non-Exempt | Essential                            |
| Maintenance Worker I (NEW P/S & SRU)             | 9   | 24,322.24 | 31,618.91 | 38,915.58  | Non-Exempt | Essential                            |
| Maintenance Worker II                            | 9   | 24,322.24 | 31,618.91 | 38,915.58  | Non-Exempt | Essential                            |
| Maintenance Worker II (NEW P/S & SRU)            | 11  | 26,815.27 | 34,859.85 | 42,904.44  | Non-Exempt | Essential                            |
| Maintenance Worker III                           | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Essential                            |
| Management Analyst                               | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Non-essential                        |
| Maintenance Operations Manager                   | 19  | 39,618.37 | 51,503.88 | 63,389.39  | Exempt     | Essential                            |
| Master Police Officer                            | 18P | 43,391.54 | 56,409.00 | 69,426.46  | Non-Exempt | Essential                            |
| Mechanic   | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential, Non-essential for Transit |
| Meter Reader                                     | 9   | 24,322.24 | 31,618.91 | 38,915.58  | Non-Exempt | Non-essential                        |
| Meter Services Supervisor                        | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                        |
| Meter Services Technician                        | 10  | 25,538.35 | 33,199.86 | 40,861.36  | Non-Exempt | Non-essential                        |
| Network Administrator                            | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Essential                            |
| NOC (Network Operations Center) 1                | 8   | 23,164.04 | 30,113.25 | 37,062.47  | Non-Exempt | Essential                            |
| NOC (Network Operations Center) 2                | 12  | 28,156.03 | 36,602.84 | 45,049.65  | Non-Exempt | Essential                            |
| NOC Manager (Network Operations Center)          | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Essential                            |
| Office Assistant                                 | 10  | 25,538.35 | 33,199.86 | 40,861.36  | Non-Exempt | Non-essential                        |
| Outside Plant Technician I                       | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                            |
| Outside Plant Technician II                      | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Essential                            |
| Outside Plant Technician III                     | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                            |
| Parking Control Specialist                       | 9   | 24,322.24 | 31,618.91 | 38,915.58  | Non-Exempt | Non-essential                        |
| Parks & Recreation Director                      | 30  | 67,760.85 | 88,089.11 | 108,417.36 | Exempt     | Essential                            |
| Parts Supervisor                                 | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Essential                            |
| Parts Technician                                 | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Essential                            |
| Planner  | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Non-essential                        |
| Planning & Community Development Director        | 30  | 67,760.85 | 88,089.11 | 108,417.36 | Exempt     | Essential                            |
| Plants Maintenance Supervisor                    | 21  | 43,679.25 | 56,783.02 | 69,886.80  | Non-Exempt | Essential                            |
| Plants Operation Manager                         | 26  | 55,747.02 | 72,471.13 | 89,195.23  | Exempt     | Essential                            |
| Police Captain                                   | 26P | 61,321.72 | 79,718.23 | 98,114.75  | Exempt     | Essential                            |
| Police Chief                                     | 31  | 71,148.89 | 92,493.56 | 113,838.24 | Exempt     | Essential                            |
| Police Community Resource Specialist             | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Essential                            |
| Police Corporal                                  | 19P | 45,561.13 | 59,229.46 | 72,897.80  | Non-Exempt | Essential                            |
| Police Evidence and Property Custodian           | 11  | 26,815.27 | 34,859.85 | 42,904.44  | Non-Exempt | Non-essential                        |
| Police Lieutenant                                | 24P | 55,620.61 | 72,306.80 | 88,992.98  | Exempt     | Essential                            |
| Police Officer I                                 | 16P | 39,357.40 | 51,164.62 | 62,971.84  | Non-Exempt | Essential                            |
| Police Officer II                                | 17P | 41,325.28 | 53,722.87 | 66,120.45  | Non-Exempt | Essential                            |
| Police Planner                                   | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                        |
| Police Records Clerk                             | 10  | 25,538.35 | 33,199.86 | 40,861.36  | Non-Exempt | Non-essential                        |
| Police Sergeant                                  | 21P | 47,839.18 | 62,190.93 | 76,542.69  | Non-Exempt | Essential                            |
| Pretreatment Coordinator                         | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                        |
| Preventative Maintenance Manager                 | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Essential                            |
| Project Manager                                  | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Non-essential                        |
| Project Safe Rowan Community Resource Specialist | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Non-essential                        |
| Public Garden Manager                            | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                        |
| Public Services Director                         | 31  | 71,148.89 | 92,493.56 | 113,838.24 | Exempt     | Essential                            |
| Purchasing Coordinator                           | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Exempt     | Non-Essential                        |
| Radio Systems Technician                         | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Essential                            |
| Recreation Aide                                  | 6   | 21,010.46 | 27,313.60 | 33,616.74  | Non-Exempt | Non-essential                        |
| Recreation Coordinator                           | 19  | 39,618.37 | 51,503.88 | 63,389.39  | Exempt     | Non-essential                        |
| Recreation Program Manager                       | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Non-essential                        |
| Recreation Specialist                            | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential                        |

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|   |     |           |           |            |            |                                       |
|---|-----|-----------|-----------|------------|------------|---------------------------------------|
| Regulatory Compliance Technician                | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential                         |
| Residuals Operator                              | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential                         |
| Risk Manager                                    | 23  | 48,156.38 | 62,603.29 | 77,050.20  | Exempt     | Non-Essential                         |
| SCADA Tech Systems Analyst                      | 21  | 43,679.25 | 56,783.02 | 69,886.80  | Non-Exempt | Essential                             |
| Seasonal Worker                                 | 6   | 21,010.46 | 27,313.60 | 33,616.74  | Non-Exempt | Essential                             |
| Senior Administrative Specialist                | 17  | 35,935.03 | 46,715.54 | 57,496.04  | Non-Exempt | Non-essential P/S: Essential          |
| Senior Customer Service Clerk                   | 12  | 28,156.03 | 36,602.84 | 45,049.65  | Non-Exempt | Non-essential                         |
| Senior Engineer                                 | 28  | 61,461.09 | 79,899.42 | 98,337.74  | Exempt     | Non-essential                         |
| Senior Maintenance Operations Manager           | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Essential                             |
| Senior Maintenance Supervisor                   | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Senior Maintenance Technician                   | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Senior Maintenance Worker                       | 11  | 26,815.27 | 34,859.85 | 42,904.44  | Non-Exempt | Essential                             |
| Senior Maintenance Worker (NEW P/S & SRU)       | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                             |
| Senior Management Analyst                       | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Non-essential                         |
| Senior Meter Mechanic                           | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential                         |
| Senior Meter Reader                             | 11  | 26,815.27 | 34,859.85 | 42,904.44  | Non-Exempt | Non-essential                         |
| Senior Office Assistant                         | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Non-essential P/S: Essential          |
| Senior Planner                                  | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Non-essential                         |
| Senior Residuals Operator                       | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Non-essential                         |
| Senior Systems Analyst                          | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Non-essential                         |
| Senior Wastewater Maintenance Technician        | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Senior Wastewater Treatment Plant Operator      | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Senior Water Treatment Plant Operator           | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Service Distribution Manager                    | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Essential                             |
| Stormwater Technician I                         | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                         |
| Stormwater Technician II                        | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Non-essential                         |
| Summer Youth Employment                         | 1   | 16,462.25 | 21,400.93 | 26,339.60  | Non-Exempt | Non-essential                         |
| Systems Analyst I                               | 21  | 43,679.25 | 56,783.02 | 69,886.80  | Exempt     | Essential - SRU & Comm: Non-essential |
| Systems Analyst II                              | 24  | 50,564.19 | 65,733.45 | 80,902.71  | Exempt     | Essential - SRU & Comm: Non-essential |
| Telecommunications Manager                      | 26  | 55,747.02 | 72,471.13 | 89,195.23  | Exempt     | Essential                             |
| Telecommunications Technician                   | 15  | 32,594.13 | 42,372.37 | 52,150.61  | Non-Exempt | Essential                             |
| Traffic Signal Technician                       | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                             |
| Transit Director                                | 30  | 67,760.85 | 88,089.11 | 108,417.36 | Exempt     | Essential                             |
| Transit Dispatcher                              | 12  | 28,156.03 | 36,602.84 | 45,049.65  | Non-Exempt | Non-essential                         |
| Transit Fleet Supervisor                        | 17  | 35,935.03 | 46,715.54 | 57,496.04  | Non-Exempt | Non-essential                         |
| Transit Operator                                | 10  | 25,538.35 | 33,199.86 | 40,861.36  | Non-Exempt | Non-essential                         |
| Transit Service Worker/Transit Operator         | 10  | 25,538.35 | 33,199.86 | 40,861.36  | Non-Exempt | Non-essential                         |
| Transit Planner/Operations Supervisor           | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Non-Exempt | Non-essential                         |
| Urban Design Planner                            | 23  | 48,156.38 | 62,603.29 | 77,050.20  | Exempt     | Non-essential                         |
| Utilities Construction Inspector                | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Non-essential                         |
| Utilities Construction Foreman                  | 18  | 37,731.77 | 49,051.31 | 60,370.84  | Non-Exempt | Essential                             |
| Utilities Director                              | 31  | 71,148.89 | 92,493.56 | 113,838.24 | Exempt     | Essential                             |
| Utilities Engineering Manager                   | 26  | 55,747.02 | 72,471.13 | 89,195.23  | Exempt     | Non-essential                         |
| Utilities Locator                               | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                             |
| Utilities Systems Manager                       | 26  | 55,747.02 | 72,471.13 | 89,195.23  | Exempt     | Essential                             |
| Utilities Systems Supervisor                    | 20  | 41,599.29 | 54,079.07 | 66,558.86  | Non-Exempt | Essential                             |
| Utilities Technician                            | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Non-essential                         |
| Victim Witness Advocate                         | 18P | 43,391.54 | 56,409.00 | 69,426.46  | Non-Exempt | Non-essential                         |
| Warehouse Technician                            | 16  | 34,223.83 | 44,490.99 | 54,758.14  | Non-Exempt | Non-essential                         |
| Wastewater Maintenance Supervisor               | 21  | 43,679.25 | 56,783.02 | 69,886.80  | Exempt     | Essential                             |
| Wastewater Treatment Plant Operator             | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Essential                             |
| Water Treatment Plant Operator                  | 13  | 29,563.84 | 38,432.98 | 47,302.14  | Non-Exempt | Essential                             |
| Water Treatment Plant Operations Supervisor/ORC | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Non-Exempt | Essential                             |
| Wastewater Maintenance Technician               | 14  | 31,042.03 | 40,354.64 | 49,667.24  | Non-Exempt | Essential                             |
| Wastewater Treatment Plant Supervisor/ORC       | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Non-Exempt | Essential                             |
| Web & Marketing Coordinator                     | 21  | 43,679.25 | 56,783.02 | 69,886.80  | Exempt     | Non-essential                         |
| Zoning Administrator                            | 22  | 45,863.22 | 59,622.18 | 73,381.14  | Exempt     | Non-essential                         |